

## **Subject: Information on New Salary Structure as of April 2, 2019**

As you know, on April 1, 2018, all professionals received a 2% salary increase. When checking their new scales, many professionals noted a salary drop applicable in 2019. As this was agreed upon during the 2015 negotiations, we feel it is important to remind you of some points.

### **Background**

The 2015 intersectoral bargaining resulted in a new salary structure that will come into effect on April 2, 2019. This salary structure aims at correcting inconsistencies of the current structure, at ranking the mixed job classes, and at gradually bringing all job classes back to the salary allocated to them at the conclusion of the 2005 pay equity exercise. This is what is known as salary relativity.

In 2005, although all jobs had been evaluated, only certain predominantly female job classes were attributed a new ranking. The predominantly female or male categories whose salary was higher than the results of the survey evaluation have retained their remuneration since then.

Also, since predominantly male categories are used for comparison and cannot undergo salary increases in such an exercise, predominantly male job classes have continued to receive a salary lower than that corresponding to the ranking allocated following the evaluation. Finally, mixed job classes, or those with no predominance, were not ranked.

### **As of April 2, 2019**

Firstly, it is important to recall that no individuals will experience a salary decrease on April 2, 2019. If you note that the salary indicated on the scale for April 2, 2019, is lower than your current salary, please see the clause concerning the situation of overscale individuals stipulated in the collective agreement (clause 6.9.03 of P2). Thus, you will retain your current remuneration. However, during subsequent salary increases (starting in 2020), you will only receive 50% of the increase negotiated. The other 50% will be awarded in the form of a lump sum until your salary matches the salary stipulated on the scale for your job class. Hence, the bigger the gap between your current remuneration and the one stipulated on the new scale, the longer this 50-50 rule will apply.

In the table below, the gaps between the current maximum salary for each job class and the one stipulated under the new structure are shown. If you see a positive percentage and are at step 18 on your current salary scale, this means that you will be granted this percentage of increase on April 2, 2019. If you see a negative percentage, this means that the maximum salary for this job class will be lower as of April 2, 2019, and that with the exception of a \$250 lump sum, you will not have any increase in April 2019. However, we repeat, for professionals whose salary is higher than the maximum stipulated on this new scale, the overscale clause will apply and you will not experience any decrease in salary.

If you are not yet at the highest step, you will be incorporated into the new structure at the step with the salary equal to or immediately higher than the your salary as of March 31, 2019 (including the changes in steps as of July 1, 2018, and January 1, 2019, as the case may be). For new professionals, this integration could lead in some cases to sizeable increases, as the first steps in each category will undergo a significant increase.

Finally, it is important to add that we still have grievances regarding the 2010 and 2015 pay equity audit that have not been settled and that could lead to an upward shift in the ranking of certain job categories (the ones marked with an \* on the table). Also, we are still working toward an agreement regarding education consultants' job class.

I hope these explanations help you understand this complex issue. Feel free to contact your union if you have more questions.



Johanne Pomerleau  
FPPE President

Employment Group	classification	Gap Scale 18
Education Consultant**	22	2,8%
Spiritual, Religious and Moral Education Consultant	22	2,8%
Engineer	22	2,8%
Architect	22	2,8%
Psychologist	24	2,5%
Speech Therapist or Audiologist*	22	2,5%
Orthopédagogue	22	2,5%
Occupational Therapist	23	2,5%
SMTE	21	2,5%
Social Service Officer	22	2,5%
Social Worker	22	2,5%
Psychoeducator*	22	2,5%
Project Development Officer	22	2,5%
Conseillère ou conseiller en mesure et évaluation	21	0,8%
Preschool Education Consultant*	21	0,8%
Analyst	21	-1,3%
Readaptation Officer*	21	-1,5%
Reeducation*	21	-2,2%
Guidance Counsellor*	21	-2,2%
Lawyer	22	-2,2%
Finance Officer	20	-2,5%
Dietician/Nutritionist*	20	-2,5%*
Administration Officer	20	-2,5%
Librarian*	20	-2,5%
Academic and Vocational Information Counsellor*	20	-2,5%
Student Animator	20	-2,5%
Communications Consultant*	20	-2,5%
Spiritual Care and Guidance, And Community Involvement Animator	20	-2,5%
Notary	22	-2,6%
Functional Rehabilitation Officer	20	-6,3%
Counsellor in Academic Training*	20	-6,9%
Translator*	19	-7,2%
Certified Translator	19	-7,2%
Nutrition Consultant	19	-7,2%
Speech And Hearing Correction Officer*	19	-10,8%